

Prior Service Costs

	2006 POA Benefit 4% @ 20, 90% Max	Proposed POA Benefit 3% @ 20, 90% Max
Unfunded Liability	\$36.54M	\$27.86M

Source:

The Segal Company Report dated October 24, 2006

The Segal Company Report dated June 4, 2008

City of San Jose
August 19, 2008